OPMS XXI AAC Authorization Update

HQDA, DAPE-PRP

MAJ PHIL SARNECKI

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Objective:

Complete the Documentation of OPMS XXI

Agenda

- OPMS XXI Background
- Documentation cycle
- Current Status
- Future

The Dynamics of Professional Development for Majors

Large Supply

FG Queue

Increase MAJ BQ Time

Unit turbulence induced by high field grade turnover

Fewer Jobs

High Demand

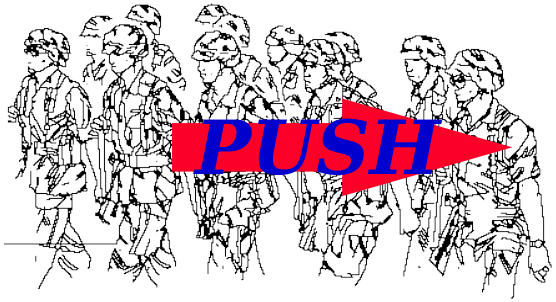
DA Staff

Joint

AC/RC

Other MACOMs

Pull



BQ JOBS

CGSC Div/Bde Staff

Critical BQ jobs Bn/Bde/Div 1 year tenure

≈ 5 Years

MAJ Promo

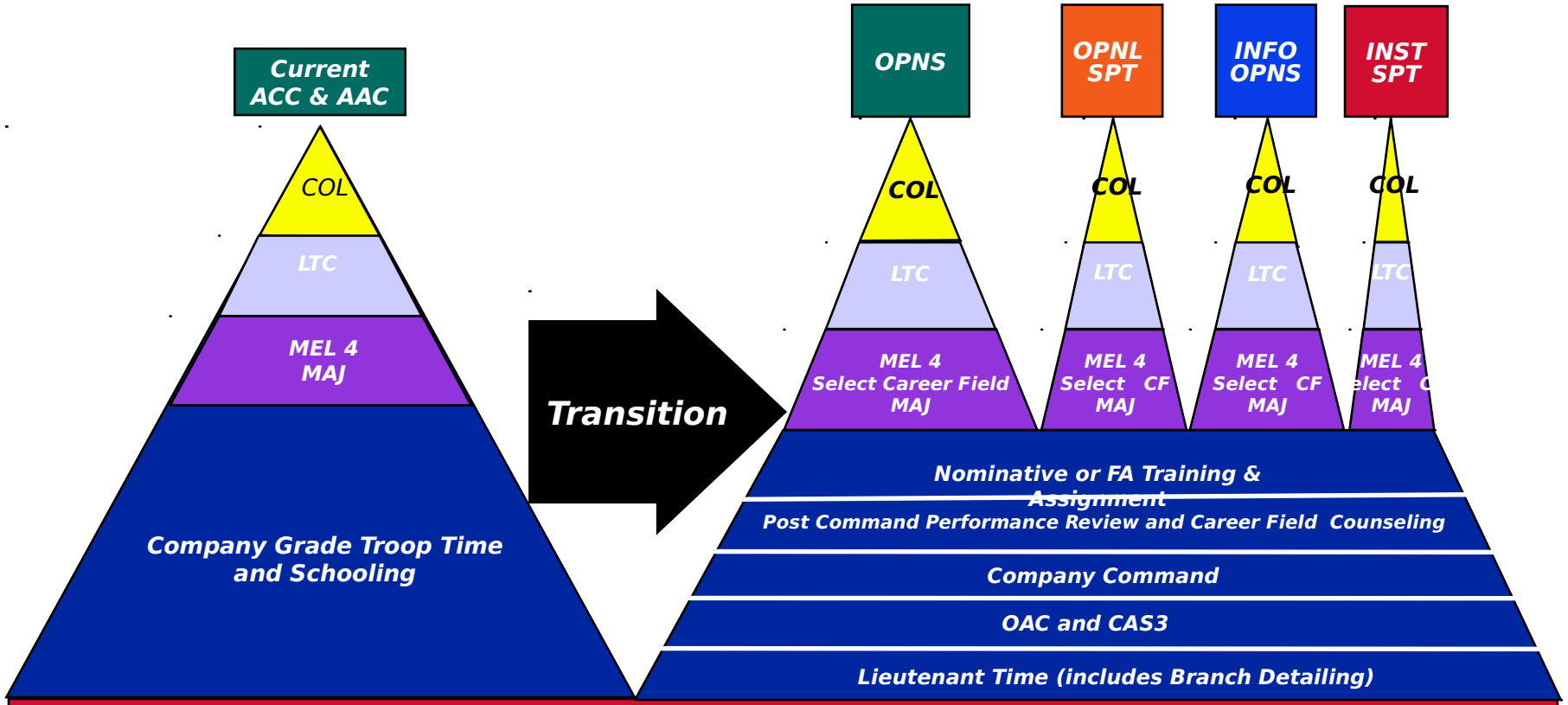
LTC Board

OPMSXXI GOALS

- Increase "war-fighting" by
  - Increasing S3/XO time for Majors
  - Increasing Battalion and Brigade Command Opportunity
- Build the bench of officers qualified in required skills
  - Provide viable career tracks for these officers in "nontraditional" skills
  - Provide reasonable promotion opportunity
- **<u>Improve the field grade operating inventory to authorizations match</u>**

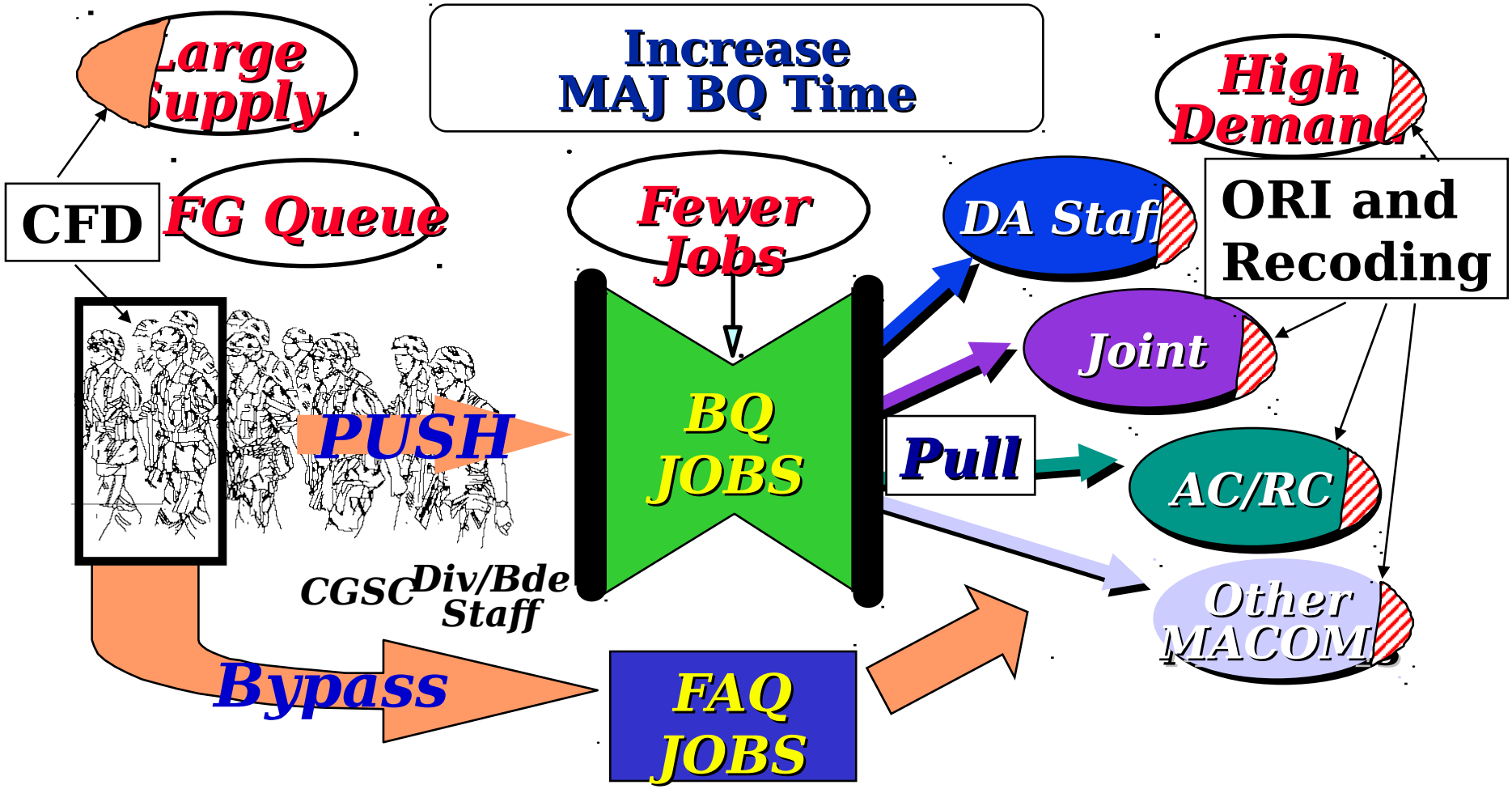
OPMS XXI Four Career Fields

Four Career Fields established to develop and manage Field Grade offic



Current ACC becomes 4 distinct Field Grade Career Fields based on Army functions in 2010.

What Has Happened Since Jan 99



Documentation Cycle

- The standard Army documentation process is changing to bring TDAs under CENDOC

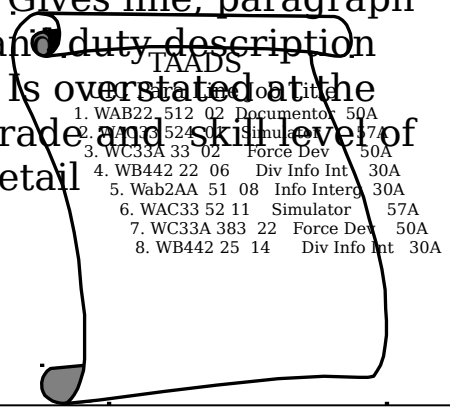
- TDA Timeline
  - Jun TAA conferences (resources)
  - Jul-Oct Build DRAFT TDAs for DA/MACOM
  - Nov-Feb Review the drafts
  - **Feb-Mar TAA 07.1 (Out of Cycle)**
  - Mar-May Command Plan Briefs and Adjustments
  - Jun Force lock w/reconciliation

- Other Key Dates/Documents
  - Jan TAADS released
  - Feb PMAD released - this one used for ODP
  - **Mar UAD to capture TAA07.1 and I-BCT**
  - Jun TAADS released
  - Aug PMAD released
  - TBD UAD released (developed as needed between PMADs)

Documentation - how it all fits together

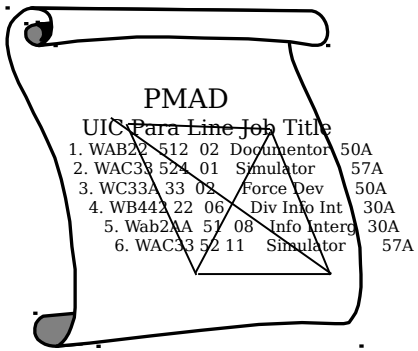
TAADS

- Reflects field expectations
- Has both a requirements and an authorizations column
- Auths column is ODCSPER start point
- Is managed by ODCSOPS-FD
- Is "controlled" at O, WO, and E level of detail.
- Gives line, paragraph and duty description
- Is overrated at the grade and skill level of detail



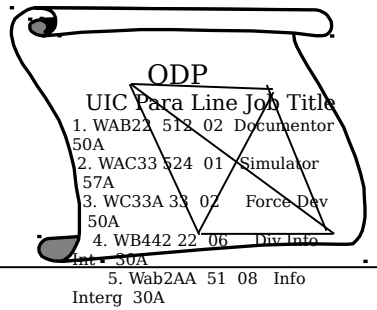
PMAD

- Reflects affordable inventory
- Is "authorizations" to PERSCOM
- Is managed by ODCSPER-PRP
- Is "controlled" at grade level of detail
- Removes duty description
- Is feasible at grade level of detail
- Does not take distributable inventory into account - uses "wedges"
- Is the basis for promotions, training seat allocations & other pers actions
- Is actually the first "ODP"

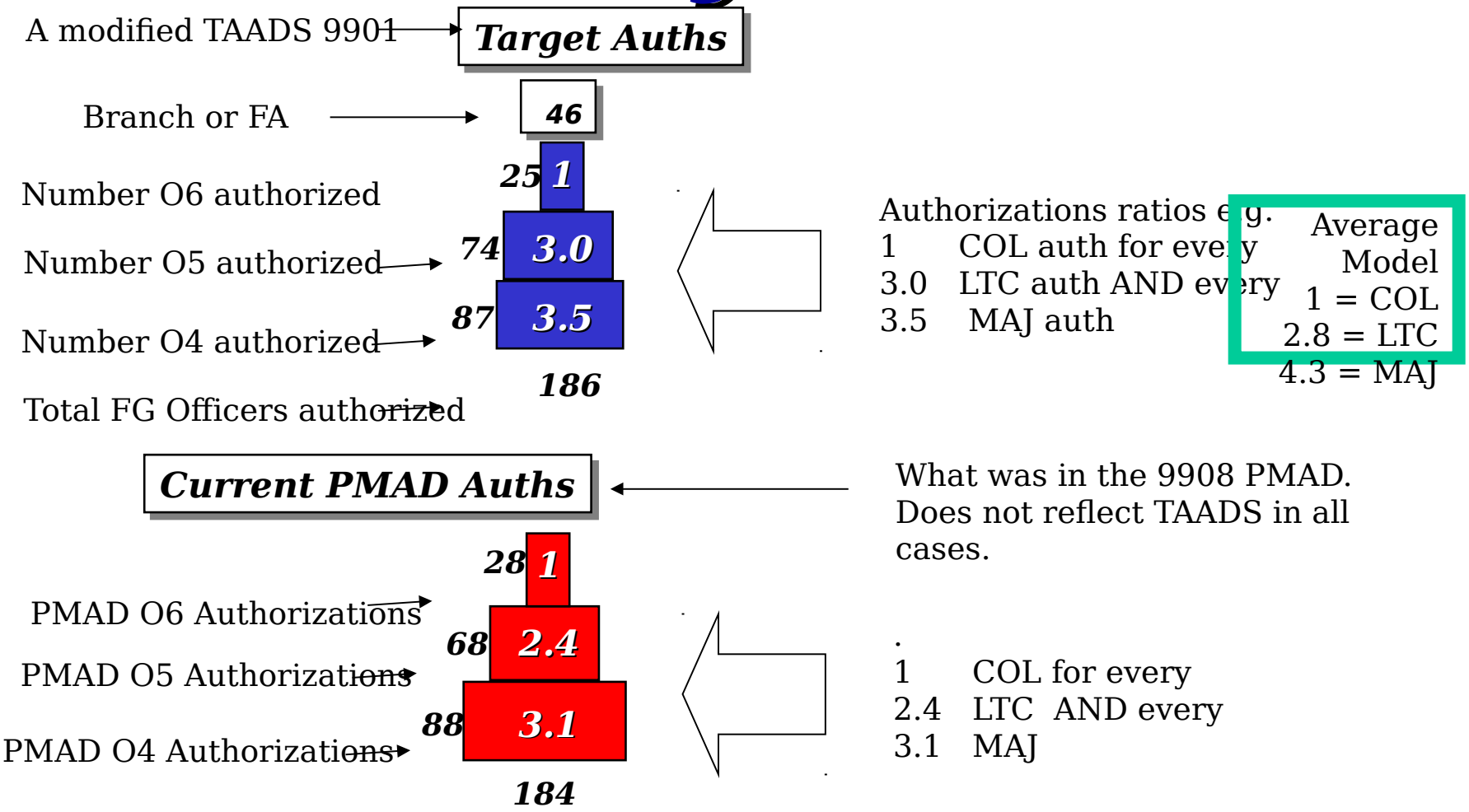


ODP

- Reflects distributable inventory
- Is "fill orders" to PERSCOM assignment officers
- Is managed by PERSCOMs Officer Distribution Division
- Takes into account Army priorities
- Reflects reality
- Is blamed for all the problems generated by previous documents



The Pyramid

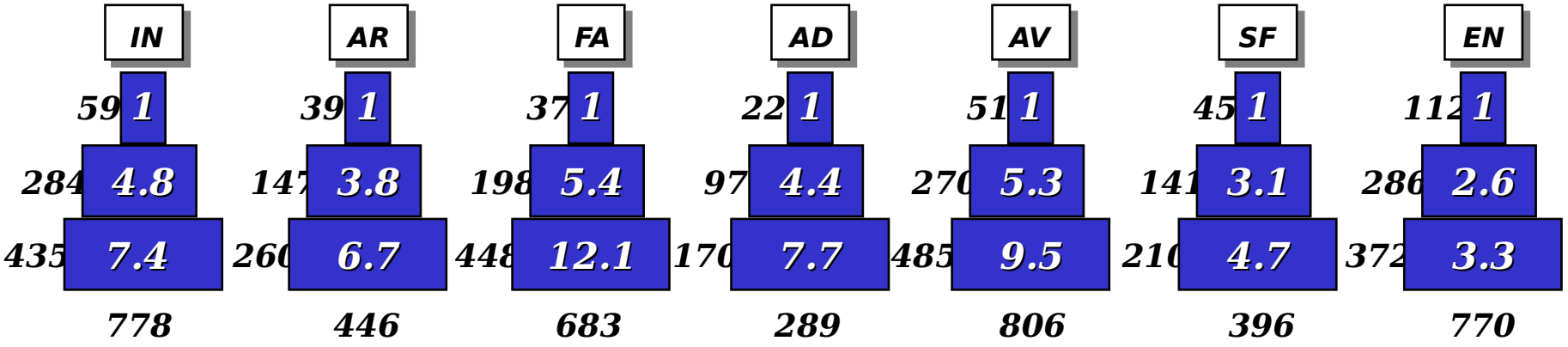

A modified TAADS 9901
Target Auths
Branch or FA
46
25
1
Number O6 authorized
74
3.0
Number O5 authorized
87
3.5
Number O4 authorized
186
Total FG Officers authorized
Authorizations ratios e.g.
1 COL auth for every
3.0 LTC auth AND every
3.5 MAJ auth
Average Model
1 = COL
2.8 = LTC
4.3 = MAJ
Current PMAD Auths
What was in the 9908 PMAD. Does not reflect TAADS in all cases.
28
1
PMAD O6 Authorizations
68
2.4
PMAD O5 Authorizations
88
3.1
PMAD O4 Authorizations
184
.
1 COL for every
2.4 LTC AND every
3.1 MAJ

Recoding Intent

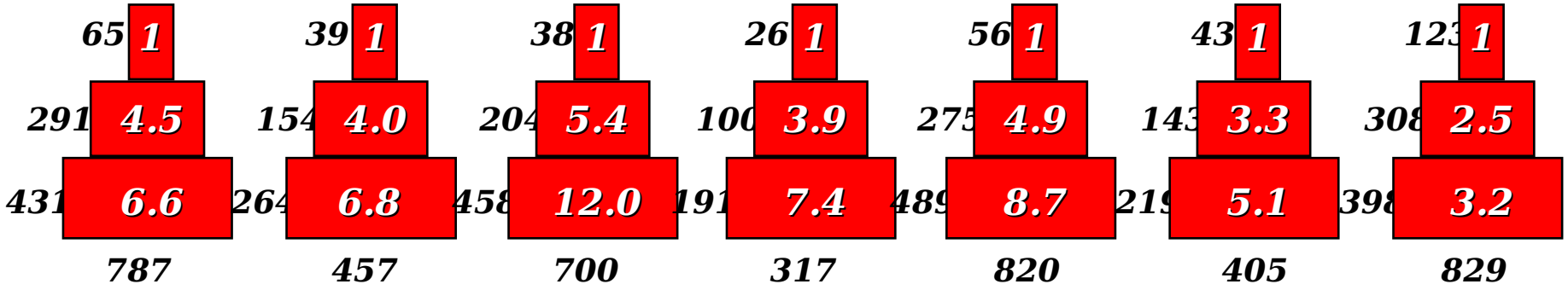
- To develop Branch and Functional Area structures supportable at DOPMA promotion rates

OP CF: Combat Arms

Auths Tgt



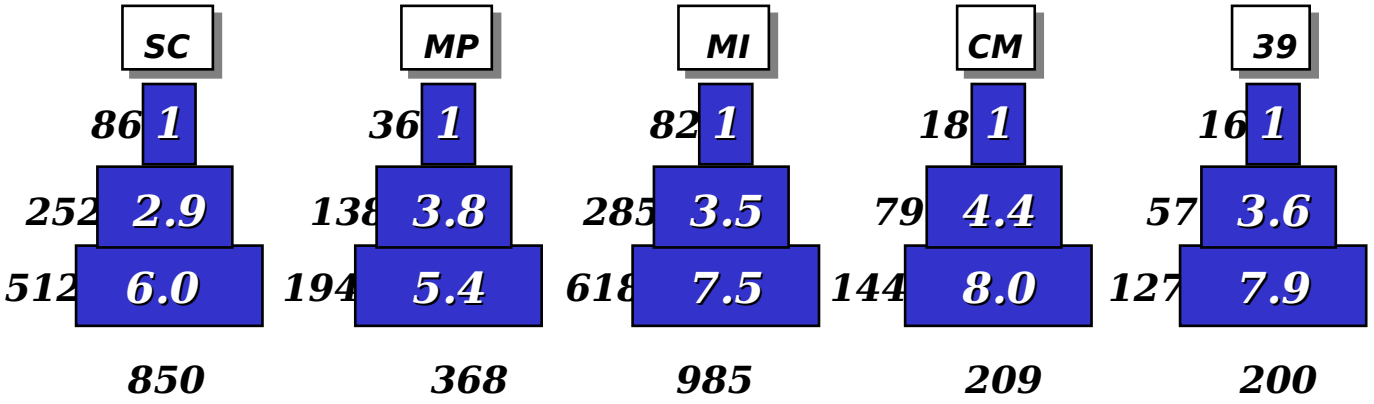
Current PMAD Auths (draft)



gets from "softlock" briefed at 16 Feb 99 COC

OP CF: Combat Support Arms

Auths Tgt



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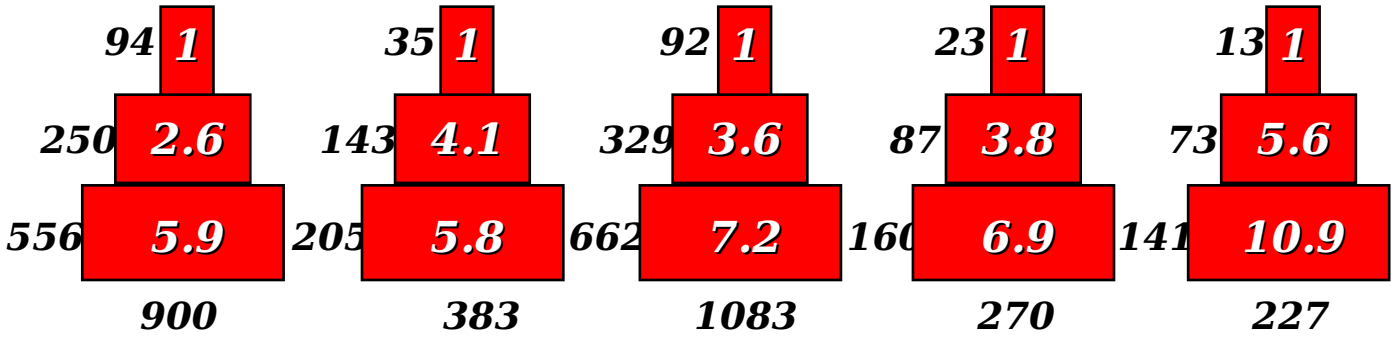
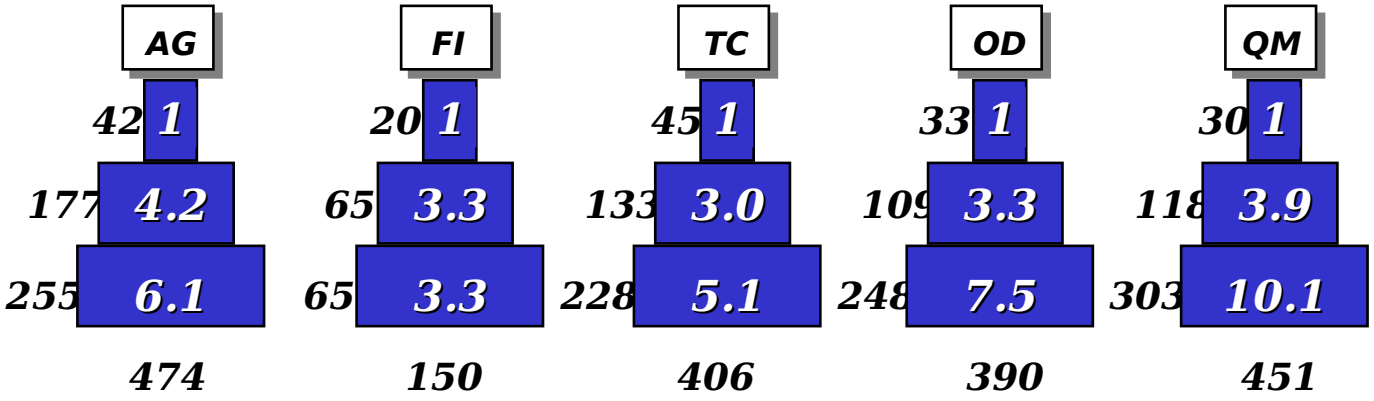
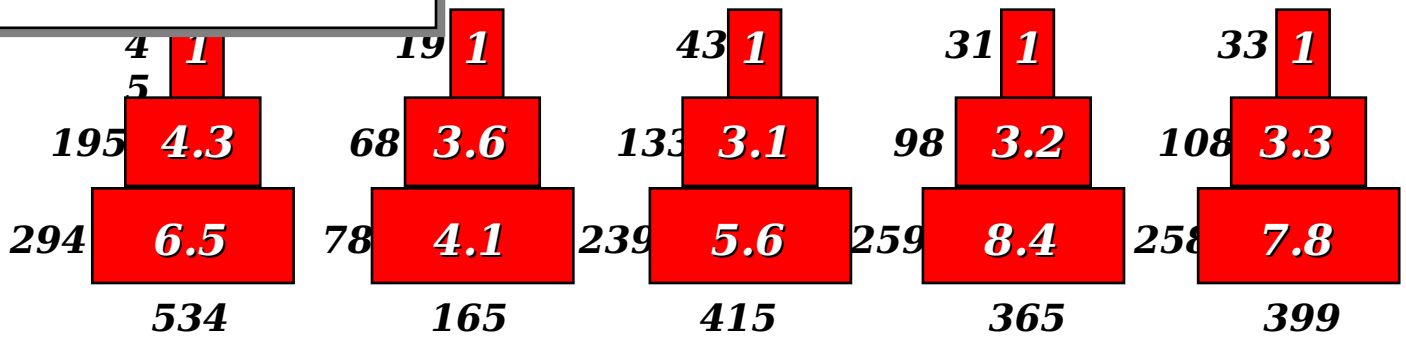


OP CF: Combat Service Support Arms

Auths Tgt

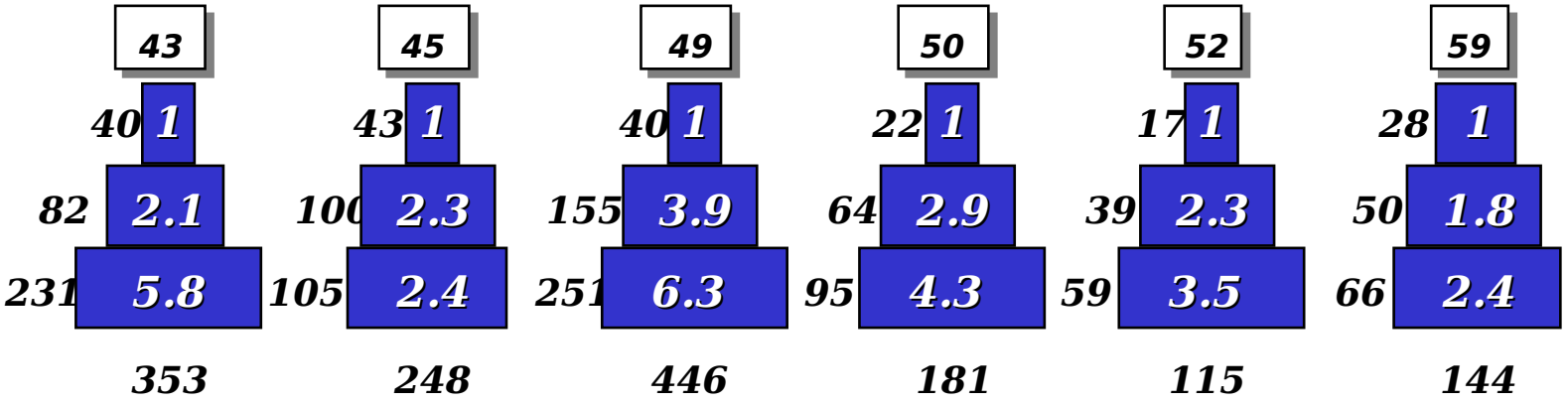


Current PMAD Auths (draft)

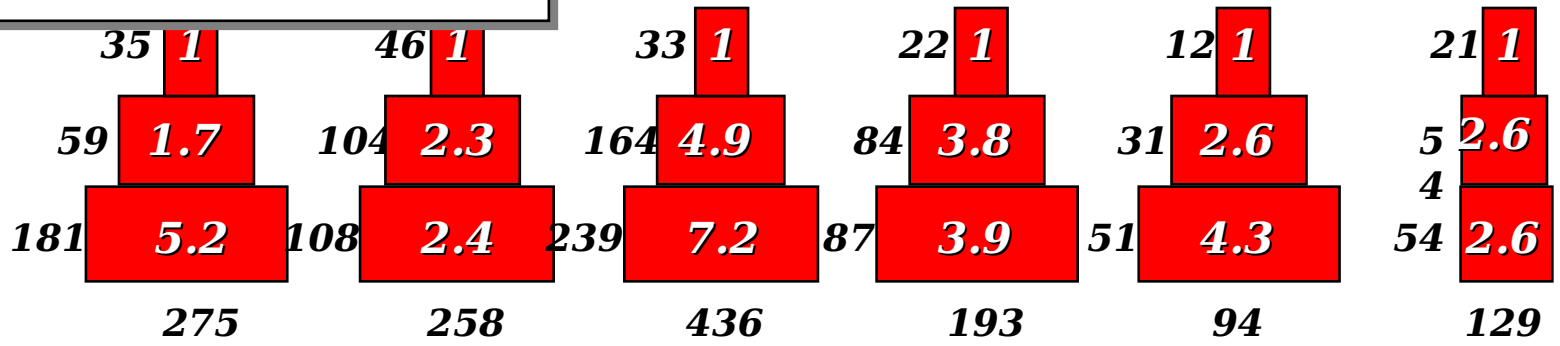


Institutional Support CF

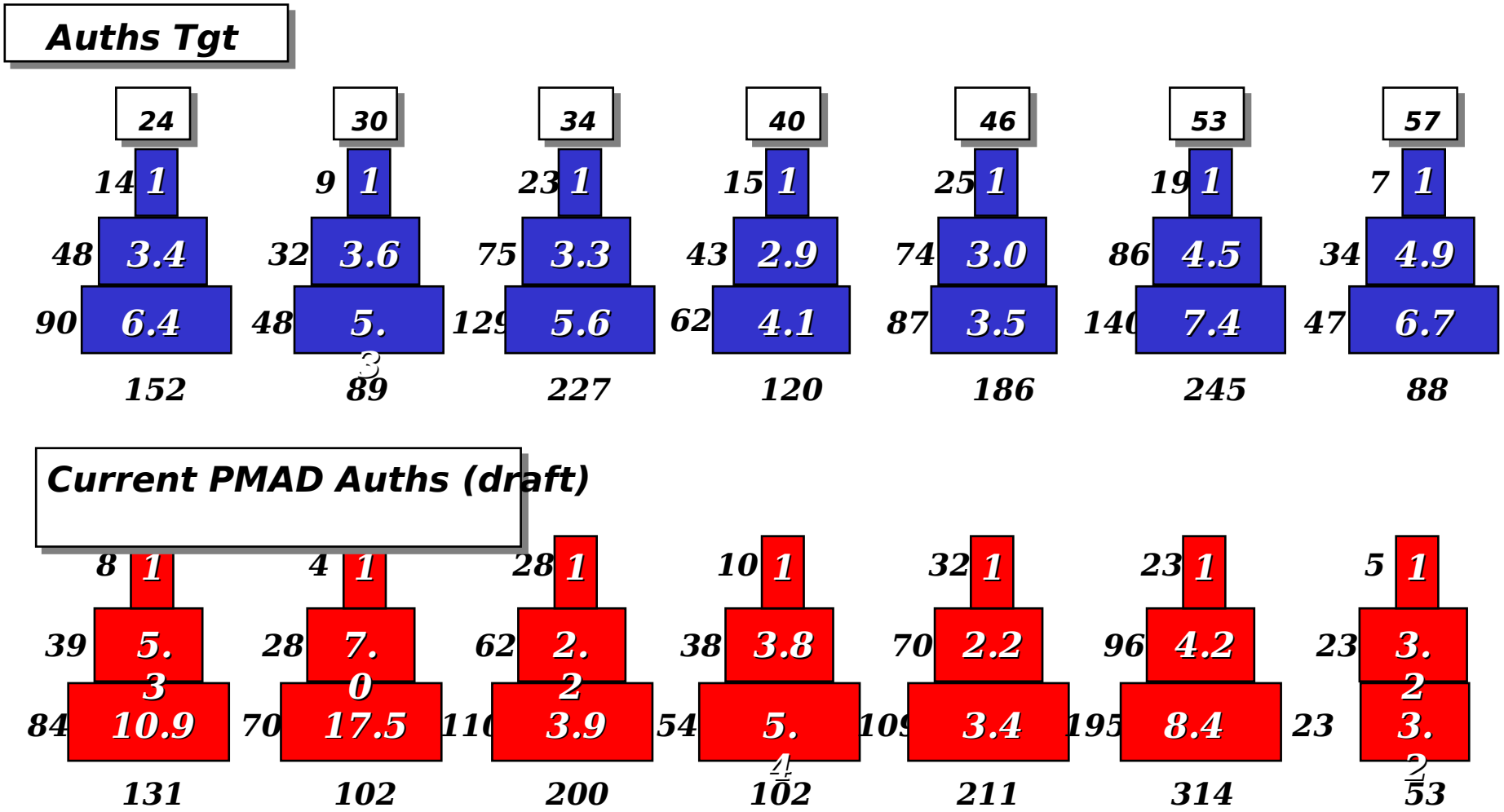
Auths Tgt



Current PMAD Auths (draft)

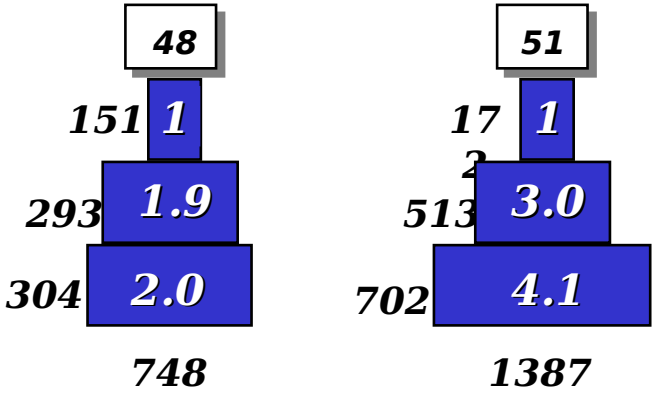


Information Operations CF

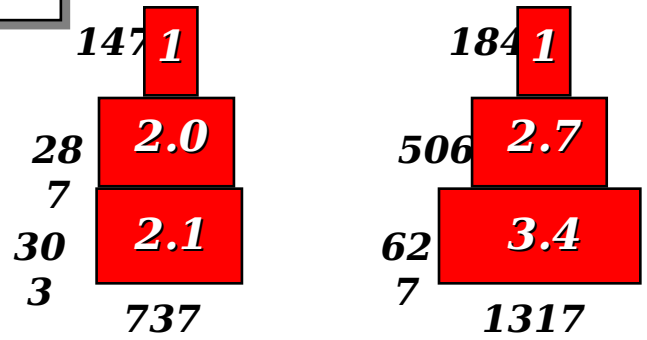


Operational Support CF

Auths Tgt

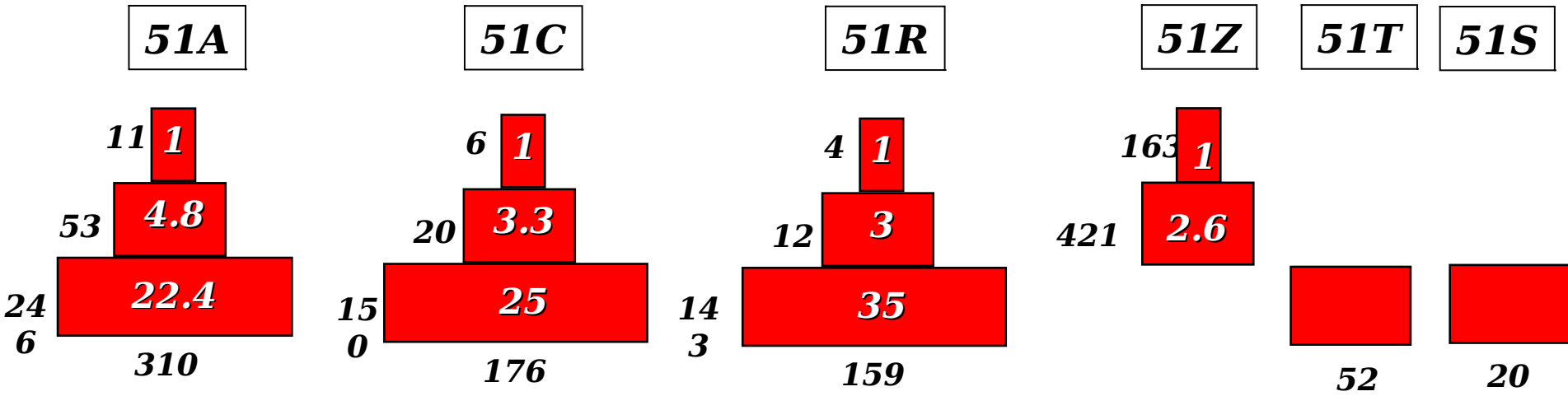


Current PMAD Auths (draft)



AAC By AOC

Current PMAD Auths (draft)



NOFC (Next) Changes
TOE at Division and Brigade

At Brigade

- All BDE S-1 MAJ positions recoded to FA 43.
  (Br 11- 12 each; Br 13 - 14 each , O2A - 20 each)

At Division

- One Div G-2 MAJ Ops Officer DRear position (BR 35) recoded to
- One Division G-3 Ops MAJ position (Br 11 or 12) recoded to FA
- One Div G-3 MAJ Plans position (FA 90) recoded to FA 50. (Com
- One Division Asst. IG MAJ position (O1A) recoded to FA 49.
- One Division SGS MAJ position (O1A) recoded to FA 46.
- One Division G3 Ops CPT position (Br 11 or 12) recoded to Br 1

At Corps

LTC

- One G3 TAC Ops LTC position (FA 54) recoded to FA 30.
- One SGS LTC position (FA 43) recoded to FA 46.
- One CoS Liaison LTC position (O1A) recoded to FA 48 (region s
- One Assistant IG LTC position (O1A) recoded to FA 49.
- One G3 Plans Ops LTC position (FA 54) recode to FA 57.
- One G3 Ops LTC position (FA 54) recode to FA 50.

MAJ

- One Assistant SGS MAJ position (FA 43) recoded to FA 46.
- Two CoS Liaison MAJ positions (O1A) recoded to FA 48 (region
- Two G3 Plans MAJ positions (FA 54) recoded to FA 59.
- Two G-3 TAC Ops MAJ positions (FA 54) recoded to FA 30.
- One Assistant G3 Ops MAJ position (FA 54) recoded to FA 40.
- One Assistant G3 Ops MAJ position (FA 54) recoded to FA 57.

Other NOFC Changes Non TOE

- All Executive Officer positions to General Officers recoded to Branch Immaterial (01A) or Combat Arms Immaterial (02A)
- Mob Planners Grade Major, in Post Garrison commands recoded to FA59 (note: Only proposed change not briefed at ODU, but previously agreed to by all proponents. Helps put 59s onto TOE installations, bill payer 0A.)

Conclusion

- Transition to OPMS XXI is in-progress
- Initial OPMS XXI authorizations never intended as a "concrete solution"
  - some late OPMS XXI recommendations in recent NOFC
  - some old codes still on current TAADS documents (toploaded to correct in PMAD, being corrected for FY 02 in TAADS)
- TAA and Command Plan process is charged with keeping structure in-line with manpower constraints
  - CENDOC of TDA supports this effort
  - MACOM ceilings issued at TAA for UIC level identification
  - TAA "Bill Payers", FAIR and DRID must be closely monitored to guard Branch and Functional Area Structure… give time to react